



# Supply Chest

February 25, 2005

Ready - Resourceful - Responsive!

Vol. 57 No. 4

## FISC Reservist helps with inauguration in his 'own backyard'

When YN2 LaMont Nowlin enlisted in the Naval Reserve three and a half years ago, he never dreamed he'd have the opportunity to serve in a support role for a presidential inauguration. But from last November until earlier this month, that's just what he did.

Nowlin, a native of the Washington, D.C. area, had never attended an inauguration while growing up in the D.C. area. "It was always so crowded and so difficult to get into D.C. for the ceremony – it's so much easier to watch it on TV," explained Nowlin. As a member of the Baltimore-based FISC Norfolk Det. 106, Nowlin had an opportunity to volunteer to join the thousands of men and women in uniform who got an up-close and personal look at what it takes to assemble a successful presidential inauguration.

Assigned to the transportation division (J-4) of the 2005 Joint Task Force-Armed Forces Inaugural Committee, Nowlin performed a variety of administrative tasks dur-

ing his 107-day tour there. Because of his familiarity with the D.C. area, he also helped train drivers how to survive behind the wheel in the nation's capital. "For the first few weeks, I was in a car with three or for other people for eight hours a day," explained Nowlin. "Every day we had a list of at least five different destinations we had to practice driving to and from." Because of his knowledge of the local roads, Nowlin was a perfect choice of tutor for the Sailors who had never been to D.C. before. "We had Sailors from all over the country – Michigan, California, even Iowa," said Nowlin.

When inauguration day arrived, Nowlin was on station before most people were even awake – at 5 a.m. "I was part of a roving patrol unit along the parade route," he explained. "We were extra eyes and ears for the law enforcement agencies that were there for the event. If we saw anything unusual, we were to report it to our dispatcher, who

*continued on page 5*



*YN2 Lamont Nowlin, FISC Norfolk Det. 106, is a Reservist who was assigned to the Transportation Division of Joint Task Force-Armed Forces Inaugural Committee in support of the 2005 presidential inauguration.*



*Leroy Twine*

## Pier 8 employee touches many lives during his off-duty hours

Leroy Twine is a blocker/bracer who works at Pier 8. But when he's not there, the FISC Norfolk employee might be anywhere in Virginia or North Carolina collecting items for the needy.

Mr. Twine is an ageless, modest bundle of energy whose tireless efforts have helped thousands of men, women and children. Through his church (New Mount Olive Baptist Church) as well as on his own, he collects donated food, furniture, clothing – anything that might benefit the various organizations he helps on a regular basis.

"My job is simple," explained Twine. "To help anyone I can, without looking down on them – just helping them out." It might be collecting donated food for a senior citizen's home one day, and furniture for a women's shelter the next. Over the years, he has developed an extensive network of providers that knows they can count on him to collect their excess material and get it into the right hands. "Whatever people need, I try to collect and get it to them," he added. The Chesapeake resident has also worked with youth drug education programs.

He is always recruiting volunteers to help with his efforts. "The military community is always willing to help," said Twine. "Active-duty and Reservists, as well as civilians. I've also received help from college students. They figure if I can do it, they can do it too."

## Admiral's Quarters ... SABDU

This month I want to highlight some very important people, programs and developments in the COMFISCS organization, which are making a very positive difference in building our team and advancing our roles as waterfront and regional logistics integrator.

Linda Allen is the COMFISCS director for Small and Disadvantaged Business Utilization (SABDU). She has been shaping a cadre of acquisition experts across COMFISCS who are dedicated to satisfying our customers' non-standard requirements through the award of contracts to minority-owned, veteran-owned and women-owned businesses. Her team of small business specialists including Gary Thomas of FISC San Diego, Linda Owen of FISC Norfolk and Gerald Furey of FISC Norfolk Detachment Philadelphia, working very closely with the FISC Code 200 Contracting departments, have helped us complete a very successful win-win year, coordinating the delivery of thousands of quality goods and services by small businesses to our customers. The fleet wins and the economy wins.

On another front, a multitude of hard-working logistics professionals at Navy European installations in Rota, Spain, Naples, Italy and London, England have been working diligently over the past year with colleagues stateside at FISCs Norfolk and San Diego and Naval Supply Systems Command headquarters to stand up our seventh supply center in Sigonella, Italy. In early March, I will "cut the ribbon" at the first such establishment ceremony since 1967 when we created Puget Sound. FISC Sigonella will extend our global Navy supply chain and support valued customers throughout the European theater. Clearly, many had a hand in the preparations for this historic event.

On an individual level, you are all probably aware that one of our Sailors, SH1 Madeleine Uribe has been recognized as NAVSUP Sailor of the Year. This wonderful achievement validates for me that COMFISCS is so fortunate to have such excellence and dedication throughout our diverse military and civilian work force.

Finally, I want to draw attention to the tremendous responsiveness of our people at FISCs San Diego, Pearl Harbor and Yokosuka who mobilized at a moment's notice to support tsunami relief efforts in the midst of the holidays and continue to do so today. They have been outfitting the hospital ship USNS Mercy, moving hundreds of



pallets of relief supplies and even deploying personnel to the logistics hub in Singapore. I cannot say enough about their selfless "can do" spirit. Every little bit has made a difference in the recovery effort.

These few examples signal that teamwork and superlative service are trademarks of COMFISCS. I am so very proud of your efforts, teammates! Keep charging!

## Supply Chest

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This appropriated funds newspaper is an authorized publication for military and civilian personnel of the Fleet and Industrial Supply Center (FISC), Norfolk, and the Defense Distribution Depot (DDNV), Norfolk. It is published by the FISC Public Affairs Office, located in building W-143, Naval Station Norfolk. Contents of the Supply Chest are not necessarily the official view of, or endorsement by, the US Navy. The Supply Chest is a bi-weekly publication published in compliance with the provisions of NAVSO P-35. It is a member of the American Forces Press Service and is available on line at [www.nor.fisc.navy.mil](http://www.nor.fisc.navy.mil). Material may be reprinted if proper credit is given. Submit material to the FISC Public Affairs Office, Code 01, or call (757) 443-1014 DSN 646-1014; FAX (757) 443-1015. All material is subject to editing.



# DoD submits proposed NSPS regulations to Federal Register

The Department of Defense (DoD) and Office of Personnel Management (OPM) have submitted the proposed regulations for the National Security Personnel System for publication in the Federal Register Feb. 10. The proposal offers rules and processes for a new human resources system for DoD civilian employees regarding pay and classification, performance management, hiring, workforce shaping, disciplinary matters, appeals procedures and labor-management relations.

NSPS was signed into law Nov. 24, 2003, and for the past year, DoD and OPM officials have been working to design a modernized, performance-based civilian personnel system. NSPS will improve the way DoD hires, assigns, compensates and rewards its employees, while preserving the core merit principles, veterans' preference, and important employee protections and benefits of the current system. The proposed regulations are the result of a broad-based effort that included input from DoD employees, supervisors, managers, senior leaders, union representatives and public interest groups. At a press conference Feb. 10, Navy Secretary Gordon England, who serves as the Department of Defense's senior executive overseeing the National Security Personnel System, and Dan Blair, acting director of the Office of Personnel Management, called the publication of the proposed NSPS regulations a critical milestone in the development of this new personnel system that will emphasize performance rather than longevity as it provides more agile, flexible support to DoD's post-Sept 11 missions. "NSPS is a win-win-win system...a win for our employees, a win for our military and a win for our nation," England said. Blair stated that NSPS will give DoD employees and managers "greater flexibility to accomplish their vital national security mission." "True to the intent of the enabling legislation, the proposed regulations successfully balance the mission requirements of the department and the need to maintain core civil service principles and values," Blair said.

The proposed regulations will be published in the Federal Register Feb. 14, initiating a 30-day formal public comment period, providing all interested parties the opportunity to submit comments and recommendations on the content of the proposal. After



*Secretary of the Navy Gordon England, right, and Acting Director of the Office of Personnel Management Dan Blair, hold a press conference announcing the submission of proposed regulations for the National Security Personnel System (NSPS) for publication in the Federal Register. The NSPS proposal offers rules and processes for a new human resources system for DoD civilian employees regarding pay and classification, performance management, hiring, workforce shaping, disciplinary matters, appeal procedures and labor-management relations. U.S. Navy photo by Chief Journalist Craig P. Strawser (RELEASED)*

the comment period, DoD will initiate the statutory meet and confer process with employee representatives for 30 days, to discuss their views and concerns regarding the proposed regulations and seek common ground. DoD will report the results and outcome of the meet and confer period to Congress prior to finalizing the regulations, which should occur this spring. Both England and Blair emphasized the broad-based effort to include all stakeholders in the design and development of NSPS, and encouraged all interested parties to submit comments and continue to be part of that effort. Implementation of the system will begin as early as July 2005, with full implementation in the July 2007/January 2008 timeframe. DoD employees as well as interested parties are encouraged to visit the NSPS Web site at [www.cpms.osd.mil/nsps](http://www.cpms.osd.mil/nsps) to view and comment on the proposed regulations, as well as for the most recent information and announcements regarding NSPS.

To view slides visit [www.defenselink.mil/news/Feb2005/d20050210nsps.pdf](http://www.defenselink.mil/news/Feb2005/d20050210nsps.pdf). For related news, visit the Secretary of the Navy Navy NewsStand page at [www.news.navy.mil/local/secnav](http://www.news.navy.mil/local/secnav).

## Please donate leave if you can

The below listed employees have requested to have leave donated to them under the Voluntary Leave Transfer Program. Please contact Theala Mack at (757) 443-1570 or DSN 646-1570 if you are able to help.

Valerie B. Stewart, FISC, Material Operations Dept. Ocean Terminal Div., Container Freight Branch; Voluntary Leave Transfer Program. Mark D. Lunn, FISC, Norfolk Bath Annex; Frank T. Davis, of FISC Material Operations Dept., Ocean Terminal Div., Container Freight Branch Stacy A. Furman, of FISC Norfolk, Groton Annex.

Also, Trish Madden of NOLSC, Code N83, is currently enrolled in the Voluntary Leave Transfer Program. If interested in donating leave please contact Brenda Griffith at 443-5542.

# Parking lot scofflaws beware - you will be ticketed/towed

During the month of February 2005, more than 70 tickets were issued to vehicles parked illegally in the F lot (next to the smoking gazebo, Gilbert Street), Carpool/Vanpool spaces, G spaces and Handicap reserved parking spaces. These vehicles are owned by a mixture of military, civilian and contractor personnel. Out of the more than 70 vehicles, four were towed at the owner's expense.

Reserved parking at FISC Norfolk is governed by FISCNORVAINST 5560.3B, Parking Control. This instruction establishes procedures governing the assignment and control of FISC Norfolk parking spaces. All FISC Norfolk departments and tenant activities located within W-143 are affected by this instruction. The FISC Executive Director has set priority policy for assigning reserved parking spaces at FISC Norfolk.

- FISC assigned parking will be by position and not by rank/grade.

- All parking spaces around W-143 are reserved parking spaces, 24 hours, 7 days a week. These spaces are marked with a RED block with WHITE lettering.

- The base has established the reserved space policy that ALL reserved parking spaces will be marked with a RED block and WHITE lettering. All spaces on base with these markings are considered RESERVED, 24 hours, 7 days a week.

If you park illegally, base police will be notified and they will write tickets/tow vehicles (at owners expense) as follows:

- **1st Offense, your vehicle will be ticketed and the month and year will be scraped off. To get your month and year reissued, you must report to the base police building CEP-161, and they will reissue the month and year. Our Pass Office cannot re-issue those decals.**

- **2nd Offense, your vehicle will be ticketed and the month and year will be scraped off. To get your month and year reissued, you must report to the base police building CEP-161, and they will reissue the month and year.**

- **3rd Offense, your vehicle will be ticketed and the complete DoD base decal will be scraped, your vehicle towed (at your expense), and your on-base driving privileges suspended for six months.**

This does not mean that during the 1st and 2nd offense, your vehicle will not be towed. Towing is at the discretion of the base police officer. Any vehicle parked in a manner as to result in a 'work stoppage' or blocking a street, road, driveway, etc., will be towed immediately. For further information on parking issues, please contact:

Ray Spivey  
Parking Coordinator  
FISC Security, Code 00SO  
Phone: 757-443-1517  
DSN: 646-1517  
FAX: 757-443-1537  
E:MAIL: ray.spivey@navy.mil



*If you park in these parking spaces along the fenceline adjacent to the smoking gazebo, you will be ticketed and/or towed. Any space that is marked with a red rectangle with white lettering is a reserved space.*

## New GDSC e-mail address is now in effect

The GDSC has a new e-mail address which is GDSC@navy.mil. This e-mail address replaces the old e-mail address of nicc@navy.mil.

Customers sending e-mails to the old address will receive an automatic reply that states, "Your e-mail will be forwarded to the Global Distance Support Center's new e-mail address, GDSC@navy.mil. It also instructs customers to send future e-mails to the new address.

E-mails sent to the old address will automatically forward to the new address until April 10, 2005. As of April 11, 2005, the old e-mail address will be shut down.



## Speaking for the Fleet ... Are you a professional?

By *FLTCM(AW/SW) Jon R. Thompson*

You've probably heard people say you're a Sailor 24 hours a day, seven days a week. Do you believe that? Do you agree with that? Do you act like that?

Our Navy has a reputation and it's a great one. Our reputation is one of professionalism. Our Navy leadership consistently reinforces our reputation by saying you, our people, are our greatest asset and that we do everything we can to train you and give you what you need to do your jobs. To maintain this high degree of professionalism requires all of us to look and act accordingly.

Sailors that served before you were professionals who fought for more benefits, better technology, better pay, and a more professional working environment. Those Sailors wore their uniforms proudly and represented our Navy in our communities. Twenty years from now, the same should be said about you and your generation of Sailors. My question to you is, are you doing everything you can do further the image of our organization by serving as a professional, on and off duty, in and out of uniform? Are you a true ambassador of our Navy?

Let me tell you what I think about first impressions. H. Jackson Brown once said, "You never get a second chance to make a good first impression." What a great statement. What many of you may not realize is that you make first impressions all day long, every day of your life. Almost every day we encounter people we have never met. Each time we have the ability to make a good or bad first impression. That impression matters and I would encourage each of you to think carefully about the image you present both in and out of uniform.

First impressions are often blown because of a failure to do some simple things, like wearing your uniform properly, saluting smartly, smiling, and talking to someone with respect. All of you know what I'm talking about.

In my job as Fleet Master Chief, I am fortunate to hear from Sailors at every level of the chain of command. I hear what you say almost every day. I also see what you do and the impact you have on our Navy. What's more, I talk with the Navy's most senior leadership as well, and I hear their

view on how you dress, perform and what they believe are your desires and concerns.

Let me tell you, when you dress professionally, talk professionally and carry yourself like a professional, people listen to you, regardless of rank. If you don't act like a professional or look like a professional, people tend to pay less attention to you. This is something we all control. What kind of image do you present? Do people listen to you? Do you feel you have a voice? If not, maybe you should take a look in the mirror? Or better yet, maybe you should ask someone else what he or she might think of your appearance and demeanor.

What others think of you as a Sailor is important. As a matter of fact, the Navy is studying whether or not we need to incorporate a new form of 360-degree professional counseling, where not only your seniors weigh in on your performance, but also your peers and your subordinates. Many Fortune 500 companies have adopted this form of counseling because they have come to realize it's important employees receive feedback on how everyone views their performance. Personally, I like the concept. I'm not sure if or when the Navy may adopt this tool, but if they do, how do you think you'd fair? What would your boss say about you? How about your co-workers? What about those people you lead? If you have some concerns perhaps it's time to do a self-assessment.

Gen. George S. Patton Jr. said of Soldiers in World War II, "If you can't get them to salute when they should and wear the clothes you tell them to wear, how are you going to get them to die for their country?" I know this statement sounds rather harsh, but never forget we are Sea Warriors and our primary mission is defending our nation - taking the fight to the enemy.

Gen. Patton was a leader that demanded excellence in his people — all his people. He also expected his leaders to correct problems without hesitation. "...Officers who fail to perform their duty by correcting small violations and in enforcing proper conduct are incapable of leading."

Gen. Patton was frank and to the point. If you had to appear before Gen. Patton today, right now, as you read this, and you were the only Sailor he was to come in contact with, what do you think his impression of the Navy would be? Would he say the Navy



*FLTCM(AW/SW) Jon R. Thompson*

has professional looking Sailors or would he think otherwise? Keep in mind we are all on display. We never escape scrutiny and we should always remember that our behavior, on and off duty, as well as our appearance, either improves, or detracts from the Navy's overall image. I would urge every one of you to consider this every time you put on your uniform, or put on your civilian clothes. You are a professional Sailor, make sure you dress and act like one.

### **Nowlin from page 1**

would relay the information to the appropriate authority." Fortunately, the day was fairly uneventful in his area, so Nowlin's biggest challenge was staying warm on that frigid day.

After the inauguration, there was still work to be done. All of the vehicles that were used by the Inaugural Committee had to be processed for return. "There were also a variety of administrative tasks that needed to be completed in order to close out the event and send everyone on their way," explained Nowlin. "That took another two weeks."

Nowlin's only regret was that he was so busy on inauguration day, he didn't really have time to enjoy what he was a part of. "I had credentials for the reviewing stand, but wasn't able to use them because of where I was posted." Despite that, he said the experience was one he won't soon forget. "I was able to be a part of something that only happens once every four years. Instead of watching it on TV, I was right in the middle of it."

## The Supply Chest is published for people like...

### Marvin Matthews

**Occupation:** Material Handler Supervisor at the Norfolk Naval Shipyard, FISC Annex

**Place of birth:** Charleston, South Carolina

**I graduated from:** Fort Johnson High School, Charleston, SC

**I entered into civil service because:** After a distinguished 4-year Naval enlistment tour ending in November 1976, I entered civil service to continue working for the government.

**Hobbies:** I am an avid jogger, weight lifter; I love to play tennis and golf. At night, and during my evening hours, I work with troubled teenagers.

**Pet peeve:** When people make promises that they do not keep - don't make promises that you are unable to keep. Children rely on parents, or practically adults. I am the father of three children and I made a promise to one of my children; I forgot it. When I arrived home, I faced a very dejected child.

**If I could, I would change..** How people perceive each other before knowing or spending time with the individual. For example, when meeting someone, you have passed judgment on the person because of the rumors you have heard.

**If I could do it over, I would..** Pay attention

to the little things, the little details of life, so they will not grow into major problems.

**I'd give anything to have met..** My wife earlier in life.

**I've never been able to...** Make myself ride a motorcycle.

**Last good book read...** The Bible.

**Favorite quote, motto, or phrase.** "Love your neighbor."

**Favorite singer/group..** My favorite group is the Maranatha Choir and singer is Steve Green.

**I wish I could stop..** The senseless killing in the cities of America.

**The one thing I like about myself is.** My good attitude, I thank God for my good attitude.

**I am most proud of..** My children because of their accomplishments in music, in the classroom, and their continued desire to be good citizens and young ladies of character.

**My most embarrassing moment,** I woke up one morning, got up, dressed, fixed my lunch and drove to work. When I got here, I realized, it was **Saturday**.

Anything else we should have asked that we didn't? **I served my community as the President of the civic league in our previous neighborhood where I lead a team of officers to make changes. I attended and pursued the City Council to obtain extra lightings in that neighborhood as well as**



**Marvin Matthews** securing receptacles for each resident. When the city was distributing these trash receptacles, they were going to overlook our neighborhood. I attended the meetings to protest the situation. Also, I lead our league in having activities for the youth and served on a committee to establish a park in that community. The park is located to the sub-division. This was my civic duty, but more than that—at that time, I loved my neighborhood and the residents.

## Nominations open for Heroes at Home - 2005 Military Spouse Awards

Want to recognize a military spouse for all the sacrifices and unselfish support given to their active duty loved one and the community? Then log on to [www.flagshipnews.com](http://www.flagshipnews.com) and nominate a spouse for the 2005 Heroes at Home Military Spouse Award.

The publishers for Navy Region Mid-Atlantic's regional base newspaper, *The Flagship*, recently launched a new program designed to recognize spouses of military members who have demonstrated exceptional volunteer work; selfless giving to the community; deals with the challenges of lengthy deployments and separations; and support of other military spouses and their families.

The award gives the military and civilian communities an opportunity to say "thank you" for the challenges spouses overcome every day. The 2005 Military Spouse of the Year will be chosen from nominees across all branches of the military throughout Hampton Roads. Information and fliers are available at all Navy Fleet and Family Support Centers at each base or online at the following Websites: [www.wavy.com](http://www.wavy.com), [www.flagshipnews.com](http://www.flagshipnews.com), [www.hamptonroads.com](http://www.hamptonroads.com), and [www.militarynews.com](http://www.militarynews.com). Nominations will be accepted through March 20, 2005.

A judging panel consisting of members from the services and

Hampton Roads communities will review nominations and select 15 nominees and one overall winner of the 2005 Military Spouse of the Year. The nominees and winner will be announced at a formal luncheon and awards ceremony at the Norfolk Waterside Marriott Hotel on May 4, 2005.

The Military Spouse of the Year Award is sponsored by Landmark Communications, publishers of *The Flagship*, Commander, Navy Region Mid-Atlantic's regional base newspaper.





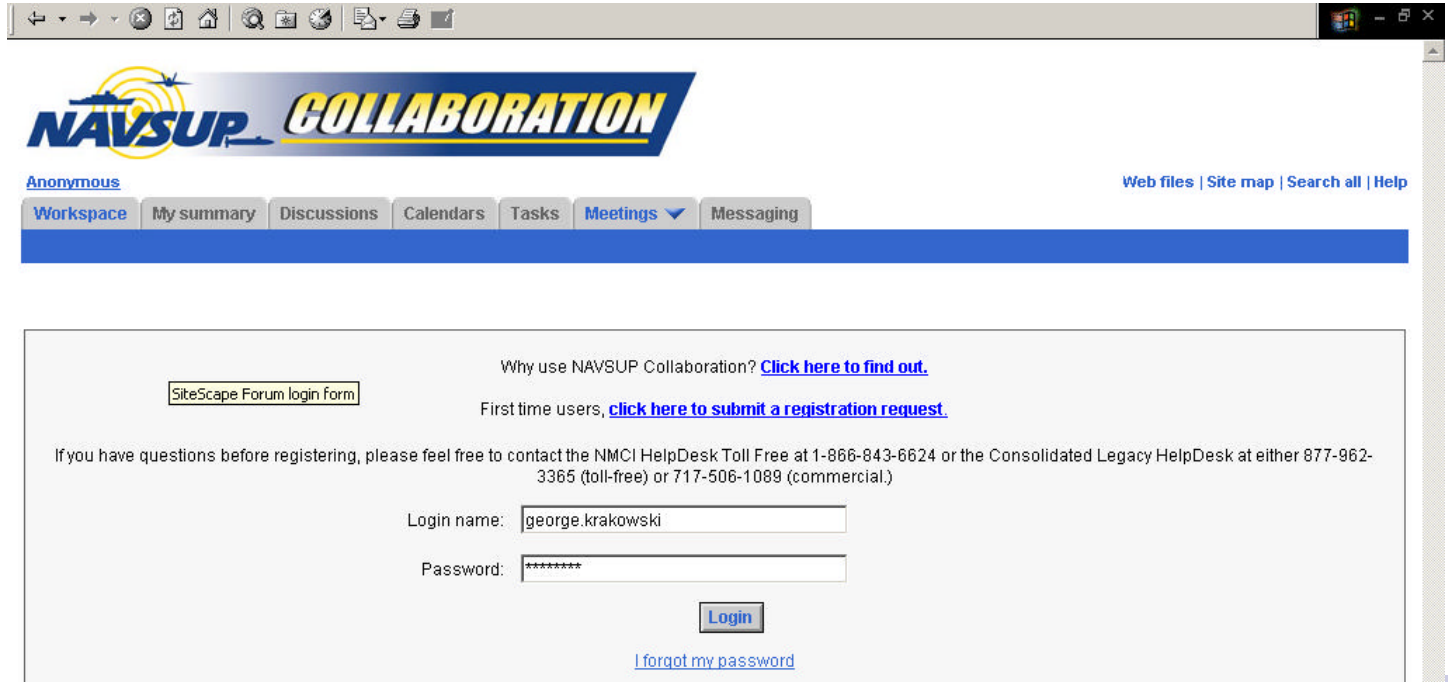
# NAVSUP Collaboration site meets all your KM needs

Knowledge Management and collaboration are “made to order” when using the NAVSUP Collaboration Tool < <https://collaboration.navsup.navy.mil>>. This collaboration tool does not do away with e-mails. However, by adding the collaboration tool to your communication toolbox, you are adding structure to how the knowledge and information are gathered, stored and, especially, shared.

The NAVSUP Collaboration tool, therefore, looks for elements of Knowledge Management so as to place all the seemingly myriad information sources into a database that can be: (a) searched; (b) archived; and, (c) retrieved as the project proceeds. Additionally, since SMEs are often ‘bombarded’ with requests for help or addi-

tional information— for example the ongoing MSI Transfer Initiatives—a bottleneck invariably occurs. The Collaboration Tool, therefore, brings together people to communicate and share information. Thus, one can leverage large data sets or information when working on a large or long-lasting project. This can be done via SiteScape’s threaded discussions, group calendaring, workflow, document management, search, instant massaging and chat.

SiteScape is flexible, feature-rich, platform independent, highly secure, proven and customizable. To import documents, to illustrate one great feature, just select it from your local (hard drive) or Shared (S-Drive) file system. SiteScape makes information and data “shareable!” It’s easy to use, too.



## Det. 106 Reservist receives special award

Chief Storekeeper Ricardo Duncan (left) receives a Special Recognition Award from Dr. Eugene DeLoatch, Dean - School of Engineering, Morgan State University as part of the Black Engineer of the Year Award festivities. Duncan was recognized as one of the Navy Reservists who rescued victims from Baltimore's inner harbor when a water taxi flipped over in rough water. Duncan and others saw the mishap, quickly mobilized and launched small boats, and rushed to the scene, saving lives as they pulled people from the water. U.S. Navy photo by Chief Journalist Monica Hallman.



*Belinda Johnson signs the song "I Gotta Believe" during a going away luncheon for four ATAC Hub employees. Johnson, a hard-of-hearing employee, was assisted with her performance by interpreter Lavern Johnson. Bruce Sims, Harold Simpson, Lonzo Harison, and Isaac Mervin were all reassigned to FISC Norfolk NNSY, Code 501. They are pictured at the back table enjoying the performance.*



*FISC Norfolk Commanding Officer Capt. Tim Ross congratulates CWO4 Leo R. Mendoza after presenting him with his retirement certificate after 30 years of service. The retirement ceremony was held at Naval Station Norfolk's David Adams Chapel. Guest speaker was Capt. Walter F. Wright, SC, USN, Deputy Director Supply Ordinance and Logistics Operation Division, Office of the Chief of Naval Operations.*

## Small Business Deputy receives thanks

Ms. Owen,

I would like to express our sincere appreciation for your support of small businesses. You demonstrate a strong personal commitment to the small business community. Your spontaneous cooperation has greatly contributed to the Small Business Administration's mission to aid, counsel and assist small businesses. You are extremely reliable, dedicated, professional and a strong advocate for small businesses seeking to do business with your agency. We appreciate your positive, friendly and professional attitude.

Again, on behalf of the Small Business Administration, thank you for your outstanding and unwavering support.

Sincerely,

Jack Campbell  
Area Director

Dear CAPT Ross:

On behalf of the Mid-Atlantic Regional Council (MARC) for Small Business Education and Advocacy, I want to thank you for your continued support. Regional councils are sponsored by the Secretary of Defense, Office of Small and Disadvantaged Business Utilization (SADBU). MARC members cover the states of New Jersey, Pennsylvania, Delaware, Maryland, West Virginia and Virginia.

By sending your Deputy for Small Business, Linda Owen, to MARC meetings, you are supporting the network of representatives from Government and Industry that locates new opportunities for small business concerns, educates small business firms about the intricacies of government contracting and supports the development of the most productive sector of the American economy.

Congress mandates that 23 percent of federal contracting dollars go to small businesses. In order to support small businesses that might not otherwise have an opportunity to participate in government contracts, Congress further mandates specific goals for small disadvantaged business, women owned small business, service disabled veteran owned small business and HUBZone small businesses.

Linda Owen is on the front lines of your efforts to meet these goals. By supporting MARC meeting participation, you support the DoD SADBU Program. At MARC meetings, Small Business Advocates have the opportunity to hear about the latest developments in the program directly from representatives of SBA, DoD and the Armed Services. Meetings offer a chance to network with other defense industry and government agency small business experts. When the information gathered at a MARC session is shared with the contracting community, everyone benefits.

In closing, once again accept our most sincere thanks for your support of the Small Business Program through active participation at the MARC meetings. Without your assistance, the Mid-Atlantic Regional Council could not succeed.

Sincerely,

Mark F. Opilla  
Chairman  
DoD Mid-Atlantic Regional Council for Small Business Education

